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Prohibited Grounds of
Discrimination

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Prohibited grounds of discrimination in employment **

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Jurisdiction	Federal	British Columbia	Alberta	Saskat. chewan	Manitoba	Ontario	Quebec	New Brunswick	Prince Edward Island	Nova Scotia	Newfound- land	Northwest Territories	Yukon
Race	●	●	●	●	●	●	●	●	●	●	●	●	●
National or ethnic origin ₁	●			●	●	●	●	●	●	●	●		●
Ancestry		●	●	●	●			●				●	●
Nationality or citizenship				●	●	●						●	
Place of origin		●	●	●	●	●		●				●	
Colour	●	●	●	●	●	●	●	●	●	●	●	●	●
Religion	●	●		●	●		●	●	●	●	●		●
Creed ₂		●	●			●			●	●	●	●	●
Age	●	● (45-65)	● (18+)	● (18-65)	●	● (18-65)	●	● (19+)	● (40-65)	● (19-65)			
Sex	●	●	●	●	●	●	●	●	●	●	●	●	●
Pregnancy or childbirth	●		●	●			●						
Marital status ₃	●	●	●	●	●	●	●	●	●	●	●	●	●
Family status ₃	●				●	●	●						●
Pardoned offence	●						●						●
Record of criminal conviction		●				●	●						
Physical handicap or disability	●	●	●	●	●	●	●	●	●	●	●	●	●
Mental handicap or disability	●	●			●	●	●	●	●	●	●	●	●
Dependence on alcohol or drug	●												
Place of residence												●	
Political belief		●		●	●	●	●	●	●	●	●		
Assignment, attachment or seizure of pay ₄											●		
Source of income					●								
Social condition ₄								●					
Language								●					
Social origin ₄										●			
Sexual orientation ₅								●					
Harassments	●					●	●				●		

1 New Brunswick includes only "national origin".

2 Creed usually means religious beliefs.

3 Quebec uses the term "civil status".

4 In Quebec's charter, "social condition" includes assignment, attachment or seizure of pay and social origin.

5 The federal, Ontario and Quebec statutes ban harassment on all proscribed grounds. Ontario, Nova Scotia and Newfoundland also ban sexual solicitation.

This chart is for quick reference only. For interpretation or further details, call the appropriate commission.

** Any limitation, exclusion, denial or preference may be permitted if a bona fide occupational requirement can be demonstrated.

Motifs de distinction illicite en matière d'emploi**

Compétence	Fédérale	Colombie-Britannique	Alberta	Saskatchewan	Manitoba	Ontario	Québec	Nouveau-Brunswick	Île du Prince-Édouard	Nouvelle-Écosse	Terre-Neuve et les îles du Nord	Territoires de l'Ouest	Yukon
Race	●	●	●	●	●	●	●	●	●	●	●	●	●
Origine nationale ou ethnique ₁	●			●	●	●	●	●	●	●			●
Ascendance	●	●	●		●	●					●	●	
Nationalité ou citoyenneté				●	●	●					●		
Lieu d'origine	●	●	●	●	●	●	●				●		
Couleur	●	●	●	●	●	●	●	●	●	●	●	●	●
Religion	●	●		●	●		●	●	●	●	●		●
Croyance ₂		●	●		●		●		●	●	●	●	●
Âge	●	(45-65)	(18+)	(18-65)	●	(18-65)	●	(19+)	●	(40-65)	(19-65)		
Sexe	●	●	●	●	●	●	●	●	●	●	●	●	●
Grossesse ou accouchement	●		●	●			●						
État matrimonial ₃	●	●	●	●	●	●	●	●	●	●	●	●	●
Situation de famille ₃	●			●	●	●					●		
État de personne graciée	●					●					●		
Casier judiciaire		●				●	●						
Handicap ou déficience physique	●	●	●	●	●	●	●	●	●	●	●	●	●
Handicap ou déficience mentale	●	●			●	●	●	●	●	●	●	●	●
Dépendance envers l'alcool ou la drogue	●												
Lieu de résidence											●		
Convictions politiques		●			●	●	●	●	●	●	●		
Cession, saisie-arrêt ou saisie de salaire ₄											●		
Source de revenu					●								
Condition sociale ₄							●						
Langue							●						
Origine sociale ₄											●		
Orientation sexuelle ₅								●					
Harcèlement ₅		●					●	●			●		

1 Le Nouveau-Brunswick retient uniquement l'origine nationale.

2 Cette appellation désigne en majeure partie les croyances religieuses.

3 Le Québec utilise l'expression «état civil»

4 Dans le cas du Québec, le terme «condition sociale» comprend la cession, saisie-arrêt ou saisie de salaire et l'origine sociale.

5 Les statuts fédéraux, du Québec et de l'Ontario interdisent le harcèlement pour tous les motifs de distinction illicite. L'Ontario, la Nouvelle-Écosse et Terre-Neuve interdisent également la sollicitation sexuelle.

Ce tableau ne donne qu'un bref aperçu des motifs prévus dans les différentes lois. Pour plus de détails, veuillez communiquer avec la commission compétente.

** Les restrictions, exclusions, refus ou préférences peuvent être permis si on démontre l'existence d'une exigence professionnelle justifiée.



Motifs de distinction illicite en matière de prestation de services et d'installations destinés au public**

Compétence	Fédérale	Colombie-Britannique	Alberta	Saskatchewan	Manitoba	Ontario	Québec	Nouveau-Brunswick	Île-du-Prince-Édouard	Nouvelle-Écosse	Terre-Neuve et les îles du Nord	Terre-Neuve et les îles du Nord	Yukon
Race	●	●	●	●	●	●	●	●	●	●	●	●	●
Origine nationale ou ethnique	●			●	●	●	●	●	●	●	●		●
Ascendance	●	●	●		●	●		●			●	●	●
Nationalité ou citoyenneté				●	●	●					●		●
Lieu d'origine		●	●	●		●		●			●		●
Couleur	●	●	●	●	●	●	●	●	●	●	●	●	●
Religion	●	●		●	●		●	●	●	●	●		●
Croyance ¹		●	●		●			●	●	●	●	●	●
Âge	●			●	●	●	●	●	●	●		●	
Sexe	●	●	●	●	●	●	●	●	●	●	●	●	●
Grossesse ou accouchement	●					●							
État matrimonial*	●	●		●	●	●	●	●	●	●	●	●	●
Situation de famille*	●				●	●	●						●
État de personne graciée	●												●
Handicap ou déficience physique	●	●	●	●	●	●	●	●	●	●	●	●	●
Handicap ou déficience mentale	●	●		●	●	●	●	●	●	●	●	●	●
Dépendance envers l'alcool ou la drogue	●												
Convictions politiques							●		●	●	●		
Source de revenu					●					●			
Condition sociale							●						
Langue							●						
Origine sociale											●		
Orientation sexuelle							●			●			
Harcèlement (tous les motifs)	●					●	●						

¹ Cette appellation désigne en majeure partie les croyances religieuses.

* Le Québec utilise l'expression «état civil»

** Les restrictions, conditions, exclusions, refus ou préférences peuvent être permis si on démontre l'existence d'un motif justifiable.

Ce tableau ne donne qu'un bref aperçu des motifs prévus dans les différentes lois. Pour plus de détails, veuillez communiquer avec la commission compétente.



Prohibited grounds of discrimination when providing public services and facilities **

Jurisdiction	Federal	British Columbia	Alberta	Saskatchewan	Manitoba	Ontario	Quebec	New Brunswick	Prince Edward Island	Nova Scotia	Newfoundland	Northwest Territories	Yukon
Race	●	●	●	●	●	●	●	●	●	●	●	●	●
National or ethnic origin	●			●	●	●	●	●	●	●	●		●
Ancestry		●	●	●		●		●			●	●	●
Nationality or citizenship				●	●	●						●	
Place of origin		●	●	●		●		●				●	
Colour	●	●	●	●	●	●	●	●	●	●	●	●	●
Religion	●	●		●	●		●	●	●	●	●		●
Creed ¹			●	●		●			●	●	●	●	●
Age	●			●	●	●	●	●	●	●			●
Sex	●	●	●	●	●	●	●	●	●	●	●	●	●
Pregnancy or childbirth	●						●						
Marital status*	●	●		●	●	●	●	●	●	●	●	●	●
Family status*	●				●	●	●						●
Pardoned offence	●												●
Physical handicap or disability	●	●	●	●	●	●	●	●	●	●	●	●	●
Mental handicap or disability	●	●		●	●	●	●	●	●	●	●	●	●
Dependence on alcohol or drug	●												
Political belief							●		●	●	●		
Source of income					●					●			
Social condition							●		●				
Language								●					
Social origin											●		
Sexual orientation								●		●			
Harassment (all grounds)	●						●	●					

¹ Creed usually means religious beliefs.

* Quebec uses the term "civil status."

** Any limitation, specification, exclusion, denial or preference may be permitted if a bona fide justification can be demonstrated.

This chart is for quick reference only. For interpretation or further details, call the appropriate commission.





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